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25 September 1980

MEMORANDUM FOR: Harry E. Fitzwater  
Director of Personnel Policy, Planning,  
and Management

FROM :

[REDACTED]  
Chief, Personnel Management Evaluation Staff

SUBJECT : Annual Personnel Plan FY 81

1. I am pleased to report the Career Services have responded in a timely manner by providing us with their FY 81 Annual Personnel Plans (APPs) well in advance of the fiscal year. For the first time, HRPI projections were fully integrated into each Career Service and selected office-level APPs. Monitoring of this integrated planning effort should increase reliance upon HRPI projection capabilities and improve the validity of Career Service personnel planning.

2. For the first time also, the APP and the Advance Staffing Plan (ASP) have been linked by requiring a summary of ASP figures to compare with APP goals for external hiring. We anticipate this will result in a significant decrease in the "inflated" requirements annually levied on the Recruitment Division. (In the case of FY 80 this amounts to approximately 40 percent of levied requirements.) While our review of the FY 81 APPs reveals that the Career Services have more accurately reflected their external hiring needs, there are still some discrepancies that we propose reducing in conjunction with DD/HRPI, DD/R&P, and the Career Services.

3. Since the Career Services have now in hand their projected promotion goals for FY 81, I recommend we request they be published at the outset of the fiscal year. This is not only appropriate but represents the first time such goals would be made available this early with a measure of confidence in their validity. Attached for your consideration is a memorandum requesting the publication of promotion goals.

Att

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